

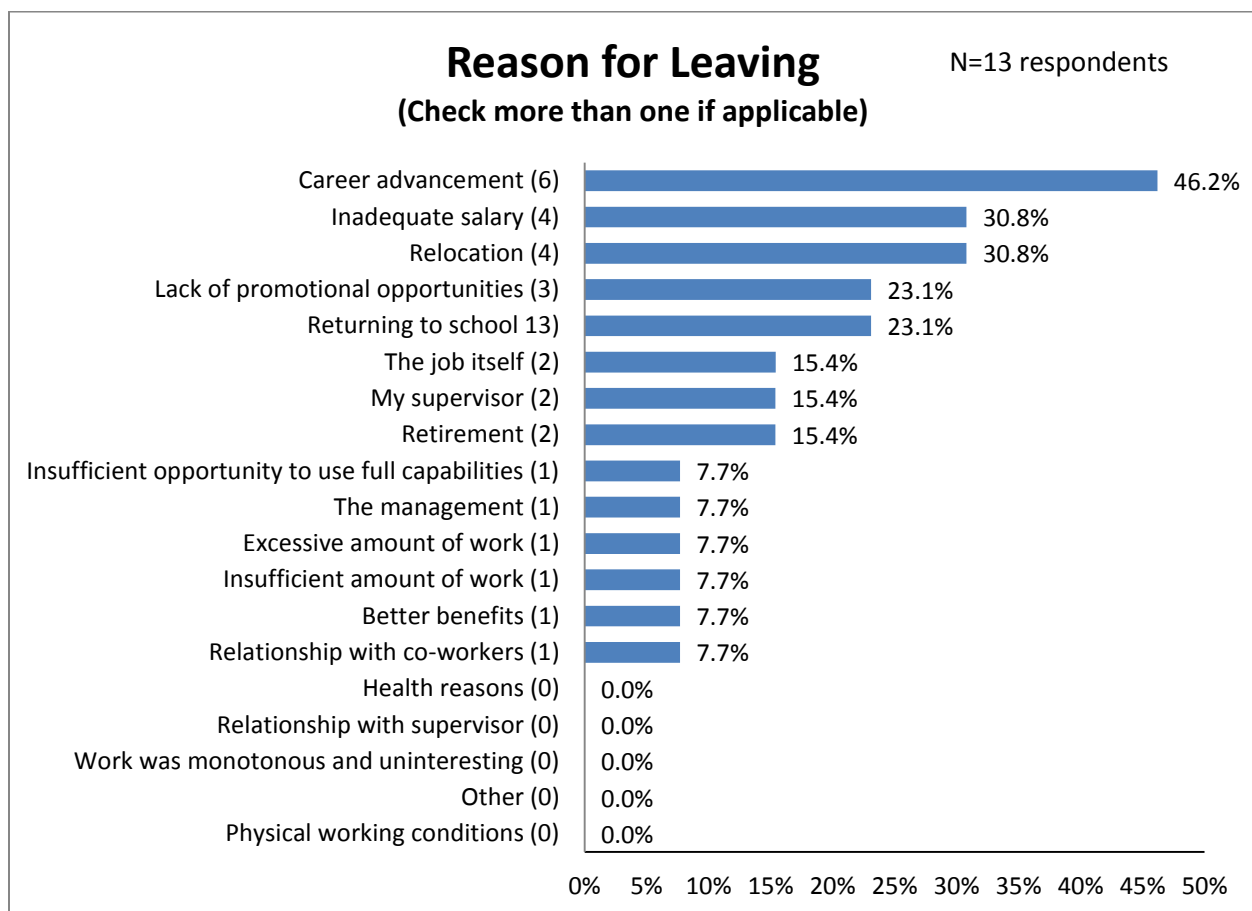
Employee Exit Survey Results

Time- Frame: June, 2015-November, 2015

Number of Surveys Sent: 22

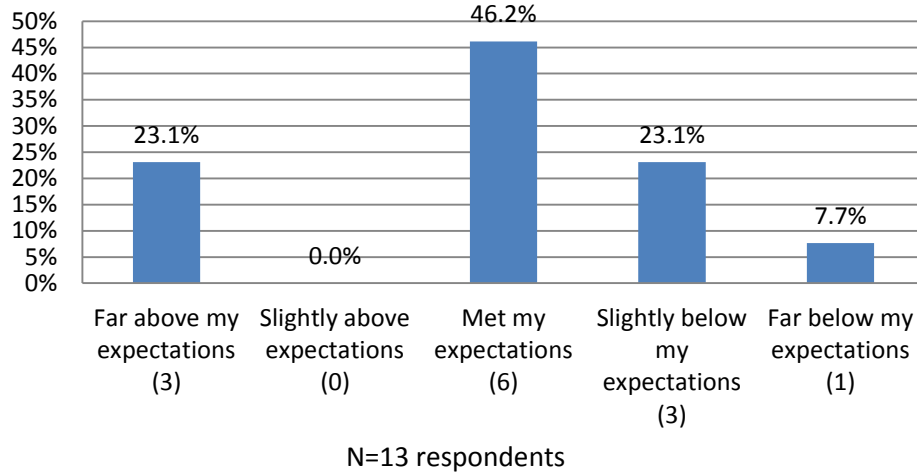
Number of Surveys Returned: 13

Participation Rate: 59%

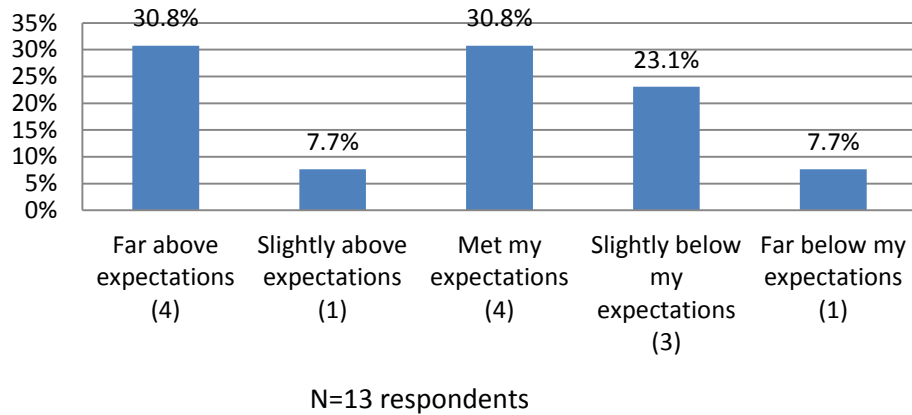


The number of employees who responded to the question is shown in parenthesis ().

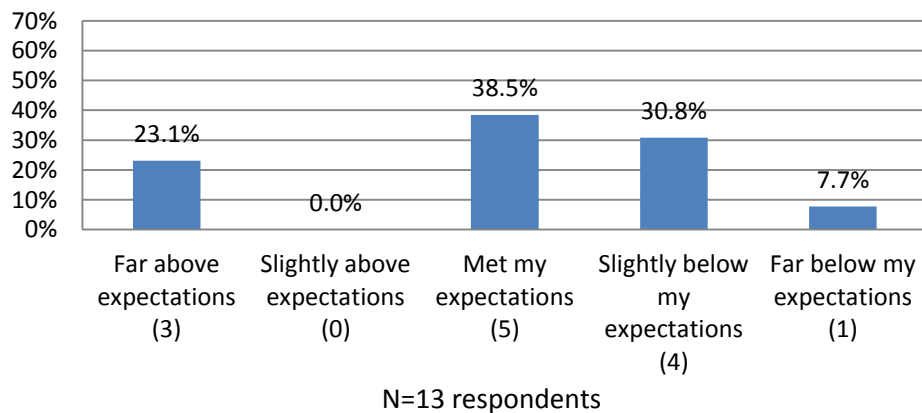
My overall experience at MPHD was:



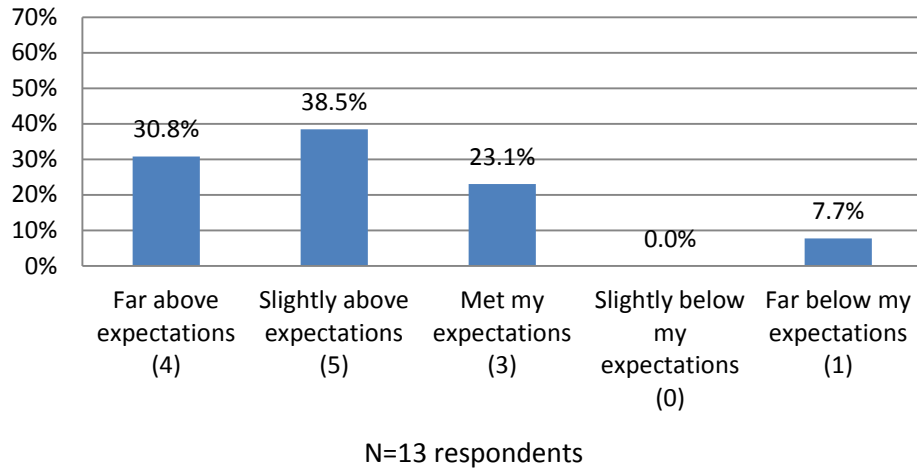
Quality of leadership provided by my supervisor was:



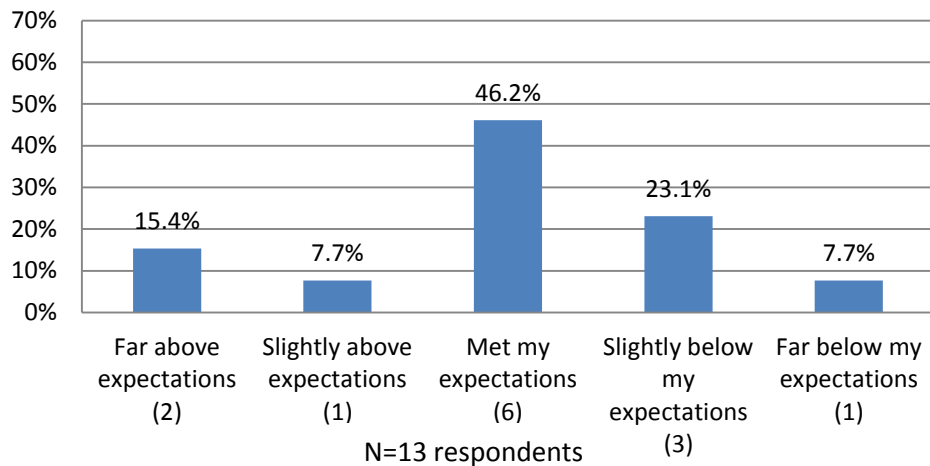
Interest shown in me and my work was:



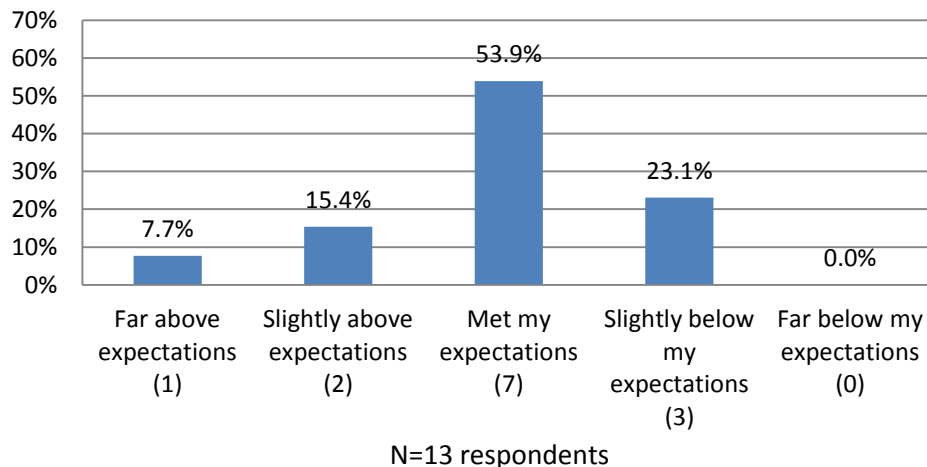
Relationship with general staff was:



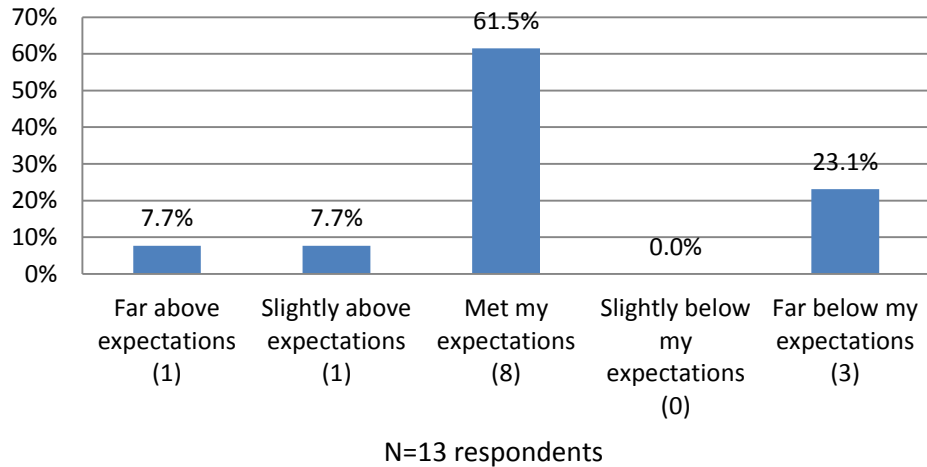
Morale in my location was:



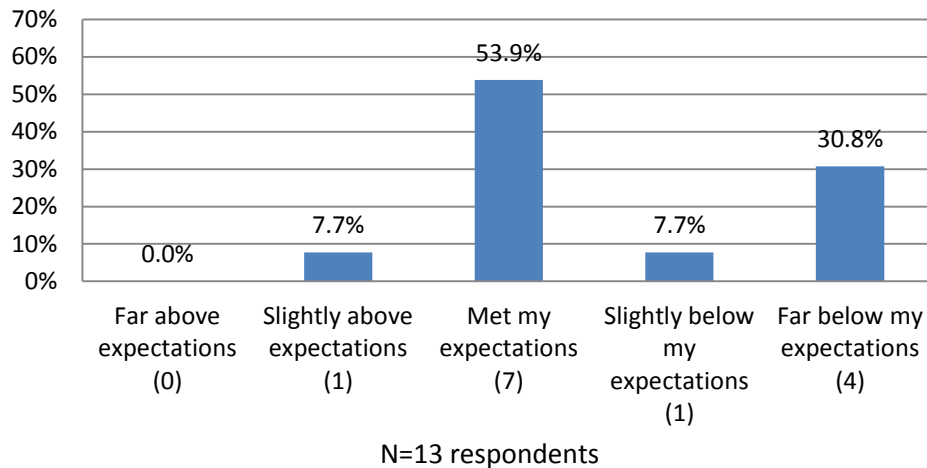
My motivation this year was:



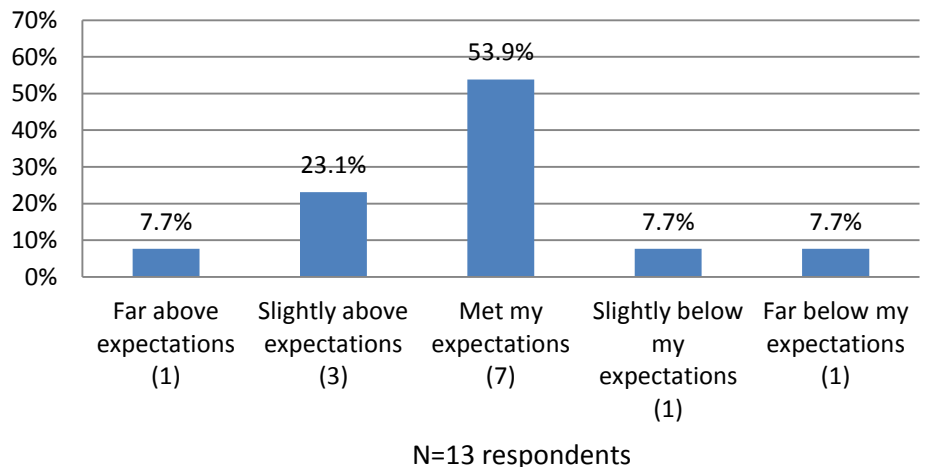
The enforcement of rules was:



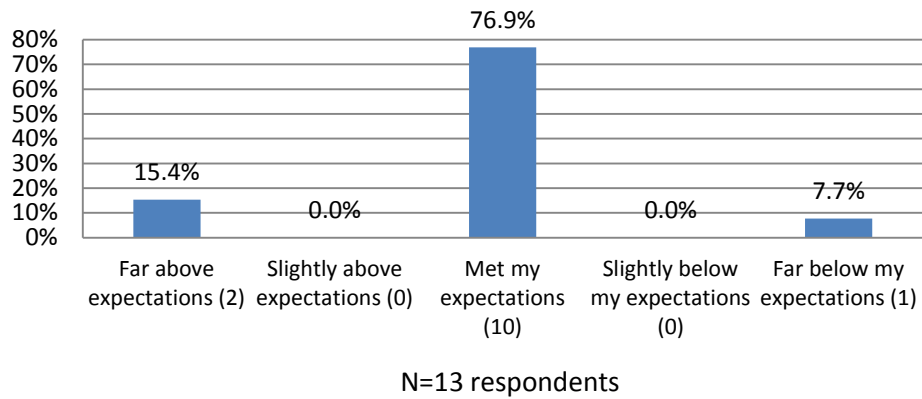
Pay and Merit System



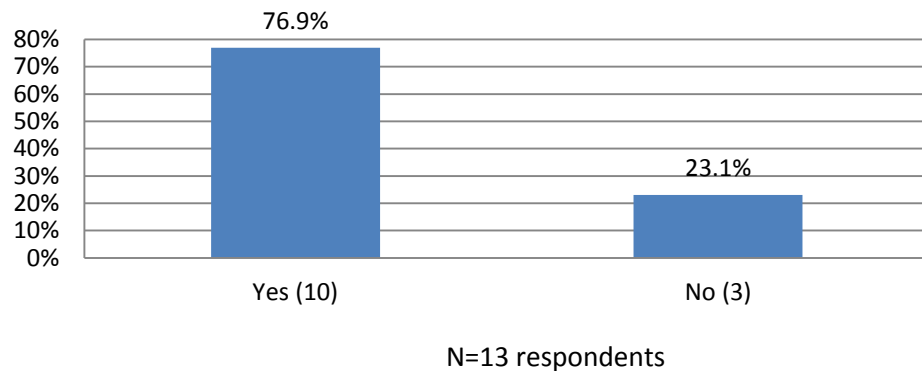
Demonstrates Ethics and Policies



The position for which I was hired was accurately represented during the interview



Do you think you would ever seek re-employment at the Metro Public Health Department



What did you like best about your job?	What did you like least about your job?	What is your overall evaluation of your division?	What suggestions do you have to improve the performance of the duties of your job and the functions of your division?	Employee Comments:
Learning the city and meeting new faces.	short staff at times and the pay.	Good	I think it is managed well by [name]. I think the only thing needs improved is having a full staff at all times.	This has been a great experience for me to work for mphpd for 3 years. I learned alot met lots of new faces and enjoyed the staff I have worked with I will truly miss everybody who I encountered with.
interacting with the public and animals	management, mentally exhausting	With an already stressful and depressing job, it would be helpful to have a supervisor that boosted morale and actually valued their employees. unfortunately it felt that my supervisor viewed every employee as replaceable and no compliments or 'good job's were ever given. too much pressure on employees.	see above	
I liked being able to work independently.	My supervisor did not enforce rules and policies with other coworkers making my work more and morale low.	Most of my coworkers are very easy to work with. My supervisor could use more management training.	Enforce rules and regulations. Ensure supervisors are held accountable. Praise workers that go above and beyond.	

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The best part of my job was that I did something different every day; I was able to learn about and be a part of thriving industry in Nashville. My immediate coworkers and supervisors were excellent colleagues and friends. They kept me motivated and excited about coming to work each day, despite some challenges. I was also able to feel like I was making a difference on both the macro and micro level. I genuinely enjoyed helping people and making the community a better place to live.	Pay was well below market value and there was no real incentive to perform above expectations when I consistently was going above and beyond the call of duty. Opportunities for advancement were either non-existent or at best obscure and out of reach. My specific job was highly technical and required expertise beyond my pay grade--department should reconsider the Environmentalist classification in Air Pollution. No incentive to perform well on performance evaluations--they just served as numbers on a scale.	My division is certainly and without a doubt one of the most technically trained and responsive divisions in the department. Air pollution employees are the unsung heroes of the Health Department. Federal Regulations are constantly changing and it requires an incredible amount of analytical thought, and quantitative and qualitative reasoning.	Honestly, a functioning merit system that produces reasonable raises would greatly increase morale, motivation, and retention. While promotion opportunities may not exist, the Department should consider merit-based pay raises to fill the void. We are consistently asked to do more with less with cuts around every corner.	It's very possible that I would return to the health department, but only with a clear understanding of promotional opportunity and salary growth. Overall, my experience was positive and I met life-long friends and have a greater respect for what the Health Department does on a day-to-day basis. I only wish there was incentive to stay and opportunity to grow. Nashville is growing, our responsibilities are growing--our salaries are not.
The patient population	The co-workers; lack of desire to work hard, lack of respect.	I think there are many people who are not working up to the standard they should be expected to.	I think an overhaul needs to happen to figure out why certain jobs are not being handled as they should, expectations should not only be clearly identified but those who are not meeting those expectations should face consequences.	

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I enjoyed developing policies and working with people who are motivated and trying to improve the quality, efficiency and consistency of our services.	There was politics, stress, lack of legal support and lack of supervisor understanding and direction.	Much variation. At times, very chaotic in OHWC due to staff changes, weak oversight of new manager and lack of adequate remuneration for one person who fills in the gaps.	I have developed a handbook of operations and processes along with many policies to give consistency and direction to my successor.	I would be willing to consider contract work, but I can't say at this time what amount of time I might be available, or when. I will keep in touch with the Director.
Interacting with customers and coworkers.	Having to drive from Clarksville and within Nashville and surrounding areas.	Met expectations.	Rewrite the job description to be more specific to what school nurses do rather than general public health nurse.	I do not think I am eligible for rehire if I am retired.
Having the opportunity to present facts to people that support change interacting with staff	too many interruptions that take away from main job duties	met my expectations	more training opportunities division or bureau retreats more interaction of leadership with all staff	n/a
The people at my job	the driving	amazing	more staff	

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<p>I love serving the public and the underserved. I love the clients. I am very happy working with a group who wants to serve the public. My co-workers have shown a lot of appreciation for all my efforts. They have told me that I will be missed and that I do work hard to keep the clinic running as it should. I love Nashville and the people that make it.</p>	<p>I do not like being yelled at by my supervisor in front of the entire staff. I do not like to be accused of doing things that I have not done nor do I have any control over. I do not like that I was told to work for 3 straight weeks without any breaks to cover during the back to school immunization period while the clinic was short staffed. This was in part due to one nurse being granted a week of vacation, while I had been denied the prior week to take off. My supervisor had not at this time been with the MPH for even 6 months and yet she had been taking vacations. She had been on 2 before her 6 months' probation was over. It is not right to not allow employees who have worked for many years to take their well-earned AL, while you take AL yourself after being here so little time. I am expected to be here on time and not take off. While the supervisor gets here late many days and takes off whenever she wants to. I was also not granted the conversion of AL to SL when I became ill during a vacation. Again, I feel like there are times when you need to take care of the needs of your staff and not constantly say NO to every request. The supervisor has disregarded the Civil Service Rules on many occasions. She has told the clinic staff that they are to notify her by calling her personal cell phone 30 min prior to their scheduled time to arrive to work if they are not going to make it into work. This is not what is stated in the Civil Service Rules. When I let her know this she said she could make this change since she is over a clinic. Again, the Civil Service Rules are there for a reason. I am sure the Civil Service Board would like to know about these practices. I have been scrutinized for giving results over the phone. This assignment was added to</p>	<p>The preventive health services can be a good place to work as well as give services. There should be more open communications that does not have to feel threatening. The clerical staff make a great effort to keep the process of registration flowing at a great rate and the nursing staff work well together to keep the work flowing.</p>	<p>As mentioned above [preceding question], make flow sheets. Be specific about what you expect and not critical while the employee is still learning what you want from them. All clinics are not run the same and each supervisor must make their expectations known. If you want your staff to say or do certain things a certain way that is great, just be sure to relay this to them before you are critical that it is not done the way you want.</p>	<p>I was not able to give 2 weeks notice due to the place I am going to did not allow this for me. They offered the position with the stipulation to start in 1 week. I regret this, but, I have been seeking a position of nurse practitioner for over a year and have finally been offered this so I made the decision to leave. I have been here 14.8 years and took my time and monies to further my education and yet this meant noting when it came to the open position of nurse practitioner here at MPH. The decision was made to hire a different candidate when I interviewed for the open position of NP at MPH. The Board of Health needs to recognize the importance of giving every employee the opportunity to further their education. It is a value to keep well trained experienced employees here by allowing them to have an opportunity to do clinical hours here. Many of the major schools in the Nashville area are granted clinical hours for their students, but, TSU has been told they no</p>

	<p>my responsibilities after the NP left. I was doing the assignment the way that the exiting NP had told me. I was screamed at about this and told that the NP was told not to do this. Not sure how I am supposed to know about that conversation. I guess she was not scrutinized in front to the entire staff and therefore I did not here what she had been told. Today the practice has been taken over by another NP and she gives results over the phone. I asked the supervisor to create a protocol or a flow chart to avoid this problem from happening again. I have not seen this yet. I do not appreciate that my Perf Evaluation was based on only these negative things that I feel were more of a personal nature than based on facts. For example, the rate of mistakes found on the daily chart audits and productivity reports. I think it is not a good team building mechanism to state that co-workers have been talking about me when you cannot support this. If someone goes to the supervisor when a specific problem with a co-worker they should have all involved together so that the problem can be addressed by all involved and the person being accused can either own the problem or be able to be aware of it and explain what was really going on.</p>			<p>longer can send students for this. They should recognize it is only in the interest of the HD to allow training for their current and potential employees to keep them here. Why not see how current employee can perform the duties that they are eligible to do after certification is complete? Retention does not seem to be a priority at the HD any more. This is unfortunate. Overall I want to say it is bittersweet that I am leaving. I have loved the HD for the most part and have enjoyed the people that we serve and work alongside of. Thanks for the opportunities I have been afforded while employed here. I would love to continue to work here as a nurse practitioner, or to be able to return in this role. Good bye.</p>
<p>I enjoyed working with my co-workers and working with the public.</p>	<p>I thoroughly enjoy the field of dental hygiene and was happy with the role I was in.</p>	<p>My division was very proactive in making the dental clinic function smoothly and allowed us to acquire the necessary items to carry out our work.</p>	<p>The duties of my job and the function of this division where adequate and allowed me to carry necessary aspects of my job.</p>	

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The ability to interact with all internal and external clients.	N/A	It is well organized and it allows its members to think out of the box to resolve any difficulty and it supports such initiative.	N/A	
I truly enjoyed my co-workers; each of them had unique qualities that added height to me as a person and in my professional career.	Having to perform two professional positions at the same time. I was hired as a full time social worker and ended up performing social services and chest x-rays. No complaints but each position required full time attention to detail since both involved patient care.	The TB Elimination Division is composed of an excellent group of highly trained and caring individuals. They show that in the care, concern and respect that is provided to the patients and shown to their co-workers.	The individuals within the division need to not be so thinly stretched to the point where it causes a breakdown in communication and possibly cause division.	It has been a pleasant experience and I would not trade it for 'the world'. I wish nothing but the best for my former co-workers and the health department.